

# 2013

December/  
November

- ❖ OLEO provided 2-day Internal Investigations training at the WA State Criminal Justice Training Commission to members of the community and to law enforcement professionals.
  - The training was led by instructors who have been certified by the California Commission on Peace Officers Standards and Training.
- ❖ Director Gaither interviewed deputies accused of misconduct.
- ❖ Director Gaither was selected to serve as a member for NACOLE's Professional Standards Committee.
- ❖ KCSO amended its SOPs as requested by OLEO.
- ❖ Director Gaither was interviewed by the Seattle Medium about OLEO's Mediation Program.
- ❖ Launched OLEO's Mediation Program.
- ❖ Attended the NAACP's 100<sup>th</sup> Anniversary Ceremony.

*PENDING:*

- *OLEO Community Outreach Forum*
- *OLEO's Manual*
- *Guideline to Oversee Internal Investigations*
- *Student Guidebook on Encounters with the Police*
- *OLEO's Investigative Standards of Review*
- *Records Management System*

October

- ❖ OLEO attended the Seattle Chapter of the NAACP's Centennial Celebration and congratulated it for 100 years of service in the advancement of civil rights.
- ❖ Completed OLEO's 2012 Annual Report.
- ❖ OLEO advised KCSO to amend its IIU SOPs to ensure consistency in the investigation of personnel complaints.
- ❖ Provided Core Values and Leadership training to members of the community and Law Enforcement professionals.
  - Training was led by former NYPD and highly regarded motivational speaker, Steve Duncanson.

September

- ❖ Director Gaither attended the NACOLE's 2013 conference.
  - Panel member- discussed the benefits of police performance auditing.

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August  
Continued...

- ❖ **Fruitvale Station Screening and Discussion at Regal Cinemas in Tukwila, WA**
  - In attendance:
    - Members of the community and the KCSO.
    - 5 Panel Members:
      - Jennifer Shaw, Deputy Director, ACLU
      - Reverend Harriet Walden, Mothers for Police Accountability
      - Sergeant Andrew McCurdy, King County Sheriff Office
      - Larry Evans, Legislative Aid, Chairman Gossett, King County Council
      - Lester Liggins, Captain, Seattle Police Department, National Organization of Black Law Enforcement Executives (NOBLE), Washington State Chapter.
    - King County Sheriff John Urquhart
- ❖ **Radio interview with Seattle Medium about OLEO's mission and its screening and public discussion of the movie Fruitvale Station.**
- ❖ **By ordinance, OLEO is required to certify that IIU investigations are thorough and objective.**
  - To date, OLEO has certified 306 cases and decertified 1 case (Auburn Shooting).
- ❖ **Director Gaither attended the NOBLE's 2013 conference.**
  - Represented OLEO and spoke briefly with law enforcement about its responsibilities and ensured alignment in the law enforcement community.
- ❖ **OLEO advised KCSO to amend its IIU's SOPs to ensure consistency in the investigation of personnel complaints.**
- ❖ **Created OLEO's brochures detailing its role in overseeing the KCSO.**
- ❖ **OLEO's Mediation program is completed.**
- ❖ **Created OLEO's Mediation brochures.**
- ❖ **Presented the "Auburn Shooting" investigation to the King County Council.**
  - The use of force incident was settled for \$3 million.
- ❖ **Reviewed the report "Officer Involved Shooting of Dustin Theoharis" This report assessed the quality of an officer involved shooting that occurred in the City of Auburn, The report was completed by the Police Assessment Resource Center (PARC).**
  - Presented 19 recommendations and major findings.
  - Focused on the tactics, policy implementation, the adequacy of internal controls, and KCSO's shooting investigations.

July

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	❖ Worked with the KCSO to implement the concurrent review of criminal and administrative investigations.
May	❖ Donated body armor vest to Mechee Burnett, a Community Service Officer. ❖ Hired an Administrative Assistant.
April	❖ OLEO advised KCSO to amend IIU's SOPs to ensure consistency in the investigation of personnel complaints.
March	❖ OLEO purchased Administrative Investigations Management Software (AIMS). <i>Status: Ongoing</i> ➤ Internal tracking database to oversee internal complaint cases and manage the Mediation Program. ➤ Set forth best practices for internal procedures and processes.
February/ January	❖ Director Gaither met with students from Seattle University and discussed the role and responsibility of the OLEO. ❖ Advanced OLEO's Mediation Program. <i>Status: Ongoing</i> ➤ Retained Mediators ➤ Developed program initiatives ➤ Developed policies & procedures ❖ OLEO staff completed FMCS Mediator Basic training course and obtained certification as mediators.

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# 2012

December	<ul style="list-style-type: none"> <li>❖ Director Gaither attended several Advisory Group Meetings.</li> <li>❖ Presented OLEO's Administrative Investigations Management Software (AIMS) to the King County Council.</li> <li>❖ Director Gaither was invited to the 3<sup>rd</sup> Annual Mother's for Police Accountability Breakfast and was the keynote speaker.</li> </ul>
November	<ul style="list-style-type: none"> <li>❖ OLEO entered into a contract with the Police Assessment Resource Center (PARC). <ul style="list-style-type: none"> <li>➤ Contracted to assess the Auburn Shooting investigation.</li> </ul> </li> </ul>
October	<ul style="list-style-type: none"> <li>❖ OLEO purchased a firearms training simulator for the KCSO to improve and enhance training provided to Sheriff Deputies.</li> <li>❖ Met with MEDC's Multiracial Task Force on Police Accountability.</li> <li>❖ Director Gaither attended the NACOLE's 2012 conference. <ul style="list-style-type: none"> <li>➤ Presentation on the benefits of police performance auditing, administrative reviews, and the impact of Garrity rights.</li> </ul> </li> </ul>
September	<ul style="list-style-type: none"> <li>❖ OLEO advised KCSO to amend its IIU SOPs to ensure consistency in the investigation of personnel complaints.</li> <li>❖ Hired a mediation consultant for OLEO's Mediation Program.</li> </ul>
August	<ul style="list-style-type: none"> <li>❖ Published PARC's report, "Managing the Risk of Misconduct for the King County Sheriff's Office." <ul style="list-style-type: none"> <li>➤ The report focused KCSO's investigation of use of force incidents and employee misconduct.</li> <li>➤ Proposed 25 recommendations to ensure accountability and alignment with best practices.</li> </ul> </li> <li>❖ Facilitated the demo of a firearms training simulator.</li> </ul>
July	<ul style="list-style-type: none"> <li>❖ Director Gaither attended the National Organization Of Black Law Enforcement Executives 2012 conference. <ul style="list-style-type: none"> <li>➤ Represented OLEO, spoke about its responsibilities, and ensured its alignment with best practices in the law enforcement community.</li> </ul> </li> </ul>

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June	<ul style="list-style-type: none"> <li>❖ Facilitated training by the LAPD. Seven KCSO employees attended LAPD's Force Investigative Division training. On the forces of: <ul style="list-style-type: none"> <li>➤ High risk incidents (Officer-involved shootings).</li> <li>➤ Concurrent investigations.</li> <li>➤ Command Accountability.</li> </ul> </li> <li>❖ OLEO noted malfunctions with the mounted lighting systems on duty weapons. <ul style="list-style-type: none"> <li>➤ KCSO changed its policy prohibiting the use of mounted lighting systems on all .40 caliber Glocks (Model 22 and 23).</li> </ul> </li> </ul>
May	<ul style="list-style-type: none"> <li>❖ Director Gaither attended the following meetings: <ul style="list-style-type: none"> <li>➤ Shooting Review Board and Lessons Learned.</li> <li>➤ IIU Advisory Group.</li> <li>➤ Use of Force and Administrative Review Incidents.</li> </ul> </li> <li>❖ Made recommendations for action by the Sheriff on needed improvements in policies, procedures and practices stemming from analyses that look beyond the individual cases of misconduct to identify systematic problems within the sheriff's office.</li> </ul>
March	<ul style="list-style-type: none"> <li>❖ Completed OLEO's 2011 Annual Report.</li> <li>❖ Director Gaither attended personnel complaint interviews.</li> <li>❖ Attended ACLU-WA forum with former Seattle Police Chief.</li> <li>❖ Met with Reid Johnson from the KCSO.</li> <li>❖ Met with Councilmember Kathy Lambert and Councilmember Larry Gossett.</li> <li>❖ Participated in ride-alongs with the KCSO and SPD's Captain, Tag Gleason.</li> </ul>
February	<ul style="list-style-type: none"> <li>❖ Director Gaither met with students from Seattle University and discussed the role and responsibility of the OLEO.</li> </ul>
January	<ul style="list-style-type: none"> <li>❖ Met with the KCSO to discuss the framework for OLEO's volunteer mediation program.</li> <li>❖ Initiated a Risk Assessment of KCSO to assess high risk incidents.</li> <li>❖ Received IIU cases for certification.</li> </ul>

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# 2011

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October

- ❖ Requested enhancements to OLEO's powers granted under Ordinance I6511.
- ❖ Reviewed various complaint receipt, tracking, and investigation protocols for internal use.
- ❖ Director Gaither attended the Central Area Motivational Program by Centerstone.
- ❖ Collaborated with the Sheriff's Office to establish the parameters for the creation of volunteer mediation program as required by Ordinance I6511.
- ❖ Partnered with members of the King County Council to create labor policy to enhance OLEO's review authority and to assure that the termination provision outlined in the current Collective Bargaining Agreement (CBA) is not associated with future labor discussions between the Guild and the County Executive.
- ❖ Partnered with the Prosecuting Attorney's Office to create "One-Minute Briefs" as a means to provide legal updates to members of the Sheriff's Office.
- ❖ Reviewed internal protocols of the Sheriff's Office, noted significant deficiencies, and advised the Sheriff of in-service training and accountability models.
- ❖ Met with stakeholders to foster a transparent and open working relationship with members of:
  - ACLU
  - NAACP
  - County Council
  - The Executive's Office
  - King County Police Officers Guild
  - The U.S. Attorney's Office
- ❖ Established an operating budget for 2012.
- ❖ Enhanced the security and infrastructure of OLEO.
- ❖ Met with former King County Sheriff Sue Rahr and members of the KCSO.
- ❖ OLEO began its operations.

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